

WORCESTERSHIRE COUNTY COUNCIL EQUALITY IMPACT ASSESSMENT DESKTOP SCREENING

This exercise is not an EIA. It is a desktop exercise designed to establish if you need to carry out a full assessment. When completing the screening please use plain English avoiding the use of acronyms or jargon. Any documents referred to should be attached to the screening form.

Part One: basic information needed to identify the policy and prepare for screening

1.1	Directorate and Section/Unit	Adult and Community Services Joint Commissioning Unit
1.2	Title or brief description of the policy being screened.	IBU Home Care Re-Provision
1.3	Screening by:	Keith Hoare Joint Commissioning Officer
1.4	Date of screening	16/09/2010
1.5	Related policies/functions:	<i>Are there related policies which may need an EIA carrying out on them?</i> Internal Services Reform Detailed Business Case Re-Provision of Domiciliary Care Options Appraisal
1.6	To which section of the Directorate or Corporate "business/service plan" does this relate?	<i>Where does your policy fit in with strategic plans for your area?</i> BOLD Programme for ACS – remodelling of local market for

		domiciliary care
1.7	Is this a new or existing policy?	<p><i>Dependent if the policy is new or old may pave the route for the EIA process.</i></p> <p>New Policy</p>
1.8	What is the policy trying to achieve?	<p>Reduction of costs associated with domiciliary care provision through transfer of 20% of the market to private sector from the internal IBU service.</p> <p>Improved choice and control for service users with regard to the provider of home care services.</p>
1.9	What are the planned outcomes for this policy?	<p><i>What do you hope this policy will do/deliver?</i></p> <ul style="list-style-type: none"> • realign local domiciliary care market to provide a higher % via the private sector • increase the % of the market delivered through spot purchase arrangements • achieve approximate efficiency of £1.6 million by end of project

1.10	Who will benefit from the policy? How will they benefit?	<p><i>Describe who and how specific groups will benefit from this policy? Are there any groups who should benefit but do not?</i></p> <ul style="list-style-type: none"> • service users and their carers will enjoy a greater choice over the provider of home care, with the opportunity to build relations with local providers • with greater choice service users and carers will have more control over the quality of the service they receive as they will be able to change providers to meet their personal needs and aspirations
1.11	Who is formally responsible for the delivery of this policy? If different, who is responsible for leading on the delivery?	ACS Provider Services - Maria Hicks
1.12	What (if any) are the key priorities within this policy?	<p><i>If there are a number of priorities – what are the most important ones?</i></p> <ul style="list-style-type: none"> • Review with service users and carers their person focussed outcomes and transition to personal budgets - from January 2011 onwards; • Tender process for external providers to bid for extra Home Care work; • Consultation with staff in relation to reduction in long term work – affecting all home care assistants and peripatetics in long term work (approximately 156 FTE), resulting in an approximate reduction of 117 FTE;

		<ul style="list-style-type: none"> • Consultation with call centre staff following reduction in long term work and review of management structure, with possible 20 posts at risk of redundancy.
1.13	What (if any) previous consultation has been done on this policy? Who was consulted and when?	<p><i>Referring to past consultations and their results may help to pave the way for the process.</i></p> <p>Cabinet 1/7/10 – agreed on 3 month consultation period for staff and service users/carers.</p> <p>Formal Consultation – began 18th August 2010 to include road shows in September</p>
1.14	Is equality monitoring in place for this policy?	<p><i>If monitoring is in place, data could be used to inform the EIA process.</i></p> <p>None at present. We only hold information on the gender, age and residence of current service users.</p>

Part Two: this is the test to see if further action is required. For the purpose of this exercise concentrate on the impact on people of differing age, gender, disability, race/ethnicity, religion or belief and sexual orientation.

		Y	N	Details including what information you have based your decision on.
2.1	Is there any way in which the policy is directly discriminatory or in breach of the County Council's Equality and Diversity Policy? (see Annex E)		X	<p><i>Summary sheet will help you to answer this question.</i></p> <p>The nature of the service received by existing clients will be the same, so there is no scope for subsequent discrimination as a</p>

				result of its implementation.
2.2	Are there any barriers to people from minority groups getting the full benefit of this policy which have not been resolved as part of the policy?		X	<p><i>Describe any barriers that could potentially prevent minority groups from accessing the full benefits of the policy.</i></p> <p>As above, the clients for the transferred service will be constant so there is no scope for any partial impact if the policy is implemented.</p> <p>Yet, one factor that needs to be considered is that if there any cultural, ethnic or social needs that existing clients have which are well understood and responded to by the existing provider (IBU) then these need to be well understood by any future providers who need to ensure that their staff are able to address these.</p>
2.3	Are there any other ways the policy could unintentionally deliver poorer quality outcomes for individuals because they belong to a minority group or groups?(they may belong to more than one)		X	<p><i>Could it be perceived that the policy may deliver less favourable outcomes for any of the groups specifically or for people who belong to more than one group?</i></p> <p>But, see above for 2.2.</p>
2.4	Could minority groups reasonably believe they would be likely to get poorer benefits from the policy?		X	<p><i>**To look at each individual type of group to highlight if there could potentially be or it could be perceived that the policy may deliver less favourable outcomes for any of the groups specifically</i></p> <p>Not if the issue in 2.2 is addressed.</p>

2.5	In what ways could this policy make a positive contribution to equality or to relations between groups?			<p><i>How could this policy improve group/community relations? How could it make a general equality contribution for all groups?</i></p> <p>The future transfer of existing clients to private providers operating under a zonal commissioning arrangement will assist those living in more isolated rural and semi rural areas to receive a flexible and responsive service from more local providers where they can assure commissioners that they can meet needs in these types of area.</p> <p>This future zonal arrangement with one preferred provider per zone will also enable existing IBU clients to build up good relations with their future provider of service to assist with an understanding of their cultural, ethnic and social needs.</p>
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If the answer to questions 2.1 to 2.4 is yes or "could be yes" then you **must** take action. If the issue is straightforward then remedy this **now** so the answer changes to no. If it cannot be remedied now or there are outstanding issues you must continue on to a full EIA. Where you have decided a full EIA is not required but have identified actions which must be taken then please record these below:

Specific Action	How will you know when this is completed?	Resources/cost	Person Responsible	Completion date
None.				